



Confederated Tribes of the Colville Reservation

Human Resources Office P.O.Box 150 Nespelem, WA 99155
(800) 506-9434 (509) 634-2842 Fax (509) 634-2864 www.colvilletribes.com

POSITION: Police Officer
SALARY: \$21.76 - \$25.85 DOE
REPORTS TO: Patrol Sergeant
LOCATION: Reservation Wide, Washington

BASIC FUNCTIONS: The work of a Police Officer is both challenging and diverse. Police Officers will patrol the Colville Indian Reservation and communities for the prevention of criminal activities. Officers will arrest violators of tribal, federal and state statutes, for willful violations of the criminal codes and crimes against persons and property. Officers will issue citations to traffic violators and educate violators when it appears reasonable. Officers will have a great deal of discretionary authority on when to arrest or warn for violations of law. Officers will communicate with the public with the highest level of respect, professionalism, integrity and work to leave violators and the public with their dignity and a supportive opinion and view of the police department. Officers will follow the general guidelines and principles contained within the police services police and procedures manual.

MINIMUM QUALIFICATIONS:

Education and Training

- ☐ Must possess a High School Diploma or GED.
- ☐ Must be at least 21 years of age; **proof required.**
- ☐ Must possess a valid driver's license; **proof required.**
- ☐ Must successfully clear an extensive Criminal Background Inquiry; results must not reflect any felony convictions, nor misdemeanor convictions within one year prior from the closing date of this position.
- ☐ Must be able to work/drive in adverse weather conditions
- ☐ Must be able to write clear and concise reports.
- ☐ Work experience must reflect knowledge of microcomputers and associated software.
- ☐ Must be able to effectively communicate in person, on the telephone, and in written format.
- ☐ Applicants must be of high moral character, and possess the personal integrity to handle stress of the position.
- ☐ Applicant must have former law enforcement background with certifications in either Washington State Basic Law Enforcement Academy, Police Academy from another state, or Washington State Reserve Officer Academy.
- ☐ Attendance of the Washington State Equivalency Academy will be required if you have completed the police academy in another state.
- ☐ Will be required to complete an oral interview, pass a Polygraph Test and complete a Psychological Examination.
- ☐ Must be able to pass Federal Standards of a background investigation to obtain Federal Bureau of Reclamation credentials.
- ☐ Must pass a written test.
- ☐ Physical Agility Test will be given; must pass 50% standard of the required standard of 70% of hire and maintain physical standards throughout employment.

Knowledge, Skills, and Abilities:

- ☐ Officers will report to the duty sergeant and follow all legal direction given by superior officers.
- ☐ Officers will work and cooperate with federal, state, county and city law enforcement officials.
- ☐ Officers will carry and be qualified with side arms, rifles, shotguns, Tasers and other duty related equipment.
- ☐ Will respond to calls and requests from the public to assist at incidents such as criminal activity, domestic disputes, fires and public disorder;
- ☐ Will be required to attending road-related incidents including collision scenes, vehicle check points and traffic offenses.
- ☐ Will delivering death and hospital messages to families.
- ☐ Will be required to keep the peace at public meetings, social events, processions, trade disputes or strikes.

Knowledge, Skills, and Abilities Continued:

- ☐ Will conducting initial investigations, gathering evidence, taking statements, and complying with relevant legal requirements.
- ☐ Will be required to searching individuals, personal property, vehicle premises and land.
- ☐ Will conduct arrests with due regard for human rights, security and health and safety of detained individuals, members of the public, colleagues and self.
- ☐ Will administer custody procedures as an arresting officer.
- ☐ Will gather, record and analyze intelligence to achieve community safety and crime reduction objectives.
- ☐ Will attend and give evidence in court and at other hearings.
- ☐ Will complete administrative procedures or functions or assigned to Civil Service Process.
- ☐ Will build and maintain community relations, including advice and support in areas such as crime prevention and personal safety.
- ☐ Will work as competent team member, including wider cooperation with other specialist departments.
- ☐ Maybe assigned to Bureau of Reclamation Security duties as needed.

Note: This position has been identified as a “Safety Sensitive” position. Pursuant to CCT policies, this position is subject to pre-employment, post accident, and random drug testing.

TRIBAL MEMBER AND INDIAN PREFERENCE WILL APPLY; PREFERENCE WILL BE GIVEN TO HONORABLY DISCHARGED VETERANS WHO ARE MINIMALLY QUALIFIED WITHIN EACH INDIAN PREFERENCE CODE.

Closing Date: Open continuously, however for consideration of the first round of applicants, applications and supporting documents **MUST** be received in the Human Resources Office by **Friday, June 26th, 2015**.

Information: Colville Confederated Tribes
Human Resource Office
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